

# **BUDGET & FISCAL AFFAIRS COMMITTEE**

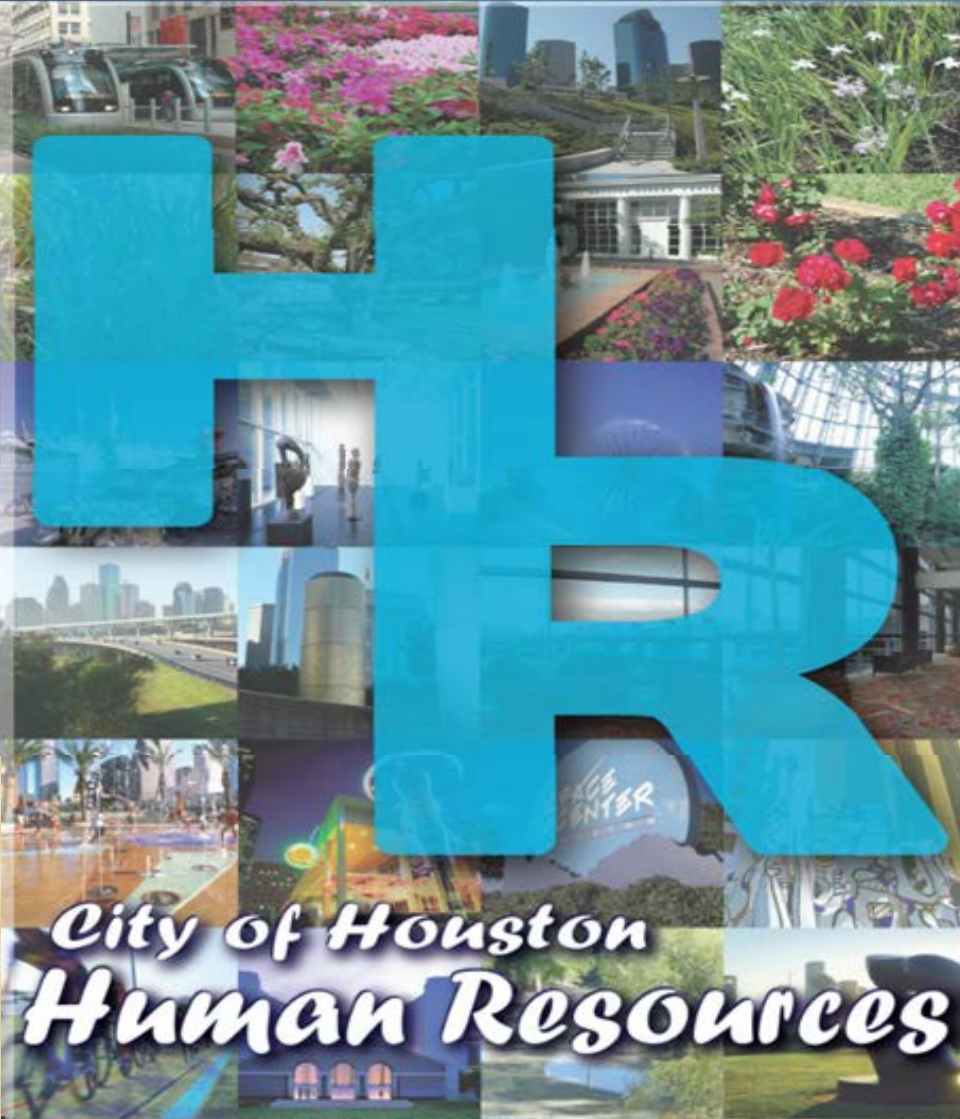
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## **CITYWIDE TEMPORARY EMPLOYEE SERVICES PROGRAM**

**JULY 30, 2013**



# Human Resources



## *Vision*

To be universally recognized for Human Resources excellence and as a premier employer.

## *Values*

Integrity, Customer Service,  
Accountability, Honesty, Respect

## *Mission*

To be a strategic partner by providing Human Resources programs that attract, develop, retain, and engage a skilled and diverse workforce.

## *Goal*

To exceed the expectations of our stakeholders by committing to our shared values and by achieving the highest levels of customer satisfaction.

# CURRENT CONTRACTS

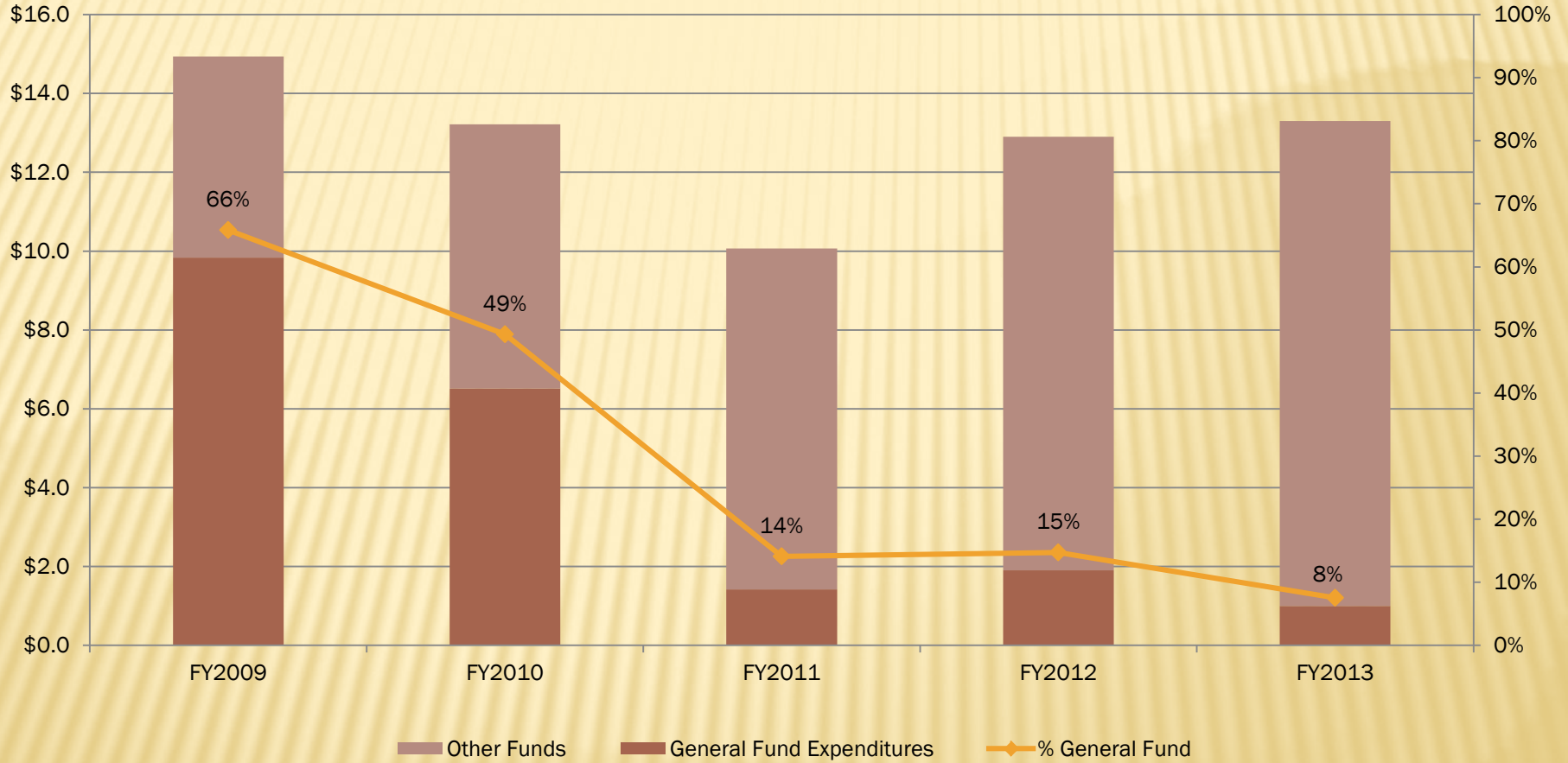
2010 - 2013

- November, 2010 City Council awarded current vendor contracts (7 admin, 6 IT)
- December 1, 2010 new contracts began
- 2010 - 2013 contract authority is \$38 million
- Primary use of temporaries:
  - special projects
  - peak load periods
  - specialized workers

# TEMPORARY SERVICES PROGRAM “THEN AND NOW”

- **Mission:** to provide quality, cost-effective temporary personnel on an efficient, effective, and timely basis.
- **HR responsibility since 1980:**
  - **Cost Control**
  - **Coordination**
  - **Administration**
  - **Acquisition**
- **Utilized by all departments as a vital component of staffing strategy**
  - **Peak load**
  - **Pilot programs**
  - **Grants**
  - **Special projects**
- **City uses 300-500 temporaries at any given time**
- **13 Agencies**
- **Diverse classifications: professional/technical, IT, administrative, service/maintenance**

# TEMPORARY SERVICES PROGRAM (\$ IN MILLIONS)



# 2010 - 2012 HEALTH DEPT. H1N1 PUBLIC HEALTH PREPAREDNESS PROJECT



**100 – 200 positions to conduct  
H1N1 vaccination clinics.**

- RNs
- LVNs
- Inventory clerks
- senior clerks

**\$3.0 million**

# 2011-2013 SOLID WASTE DEPT. SPECIAL PROJECTS

- **10 - 20 positions to remove special drought disaster debris citywide**
  - **utility workers (drivers)**
- **12 vacant positions for CDL project**
  - **refuse labor laborers/utility workers**



**\$.37 million**

# 2009-2013 PARKS & REC DEPT. SUMMER MOWING

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- **316 laborer positions worked during the “growing season” over 4 year period**



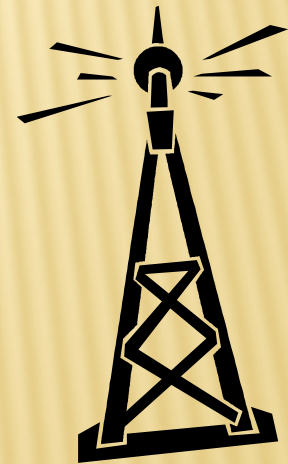
**\$1.7 million**



# HOUSTON IT DEPT. CSMART AND RADIO COMMUNICATION PROJECT

- 26 various IT positions
- 13 various admin positions

**\$2.4 million**



# WHY EXTEND FOR ADDITIONAL YEAR?

## Affordable Care Act legislation for staffing companies

- ambiguity in guidelines and regulations for staffing companies
- financial impact and uncertainty prohibits staffing companies from calculating a fair bid and best price
- staffing agencies should be able to define rather than guess at their cost
- agencies are not able to obtain predictable health insurance coverage, eligibility and cost
- agencies, in certain situations, are unable to renew health insurance or obtain assurance of pricing until the ACA is well into the first year

ACA uncertainties may not give us a robust RFP response

Regulations and guidelines should stabilize within a year

# WHY EXTEND FOR ADDITIONAL YEAR?

- **Current vendors provide:**
  - a 98% fill rate
  - quality temporary employees
  - temporary employees for hard-to-fill or specialized positions
  - benefits for their employees
  - a high number of temporary employees available in response to a citywide emergency
- **All contracted vendors have agreed to extend under same pricing, terms and conditions.**